

**TENTATIVE AGREEMENT  
BETWEEN SAN MATEO COUNTY  
AND SAN MATEO COUNTY COUNCIL OF ENGINEERS (SMCCE)  
RE: 2022 SUCCESSOR MOU NEGOTIATIONS**

The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") and the San Mateo County Council of Engineers ("Council") (hereinafter collectively called "the parties") on wages, hours and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Council and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Council.

Upon ratification and approval, this Agreement will amend the MOU between the parties dated February 24, 2019 and February 19, 2022.

The amended MOU shall supersede all other Memoranda of Understanding and agreements between the parties. Language in the MOU between the parties not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

This Tentative Agreement is subject to ratification by Council membership and approval by the Board of Supervisors of the County of San Mateo.

FOR THE COUNTY



\_\_\_\_\_  
May 11, 2022

Date: \_\_\_\_\_

FOR THE COUNCIL



\_\_\_\_\_  
Date: May 11 2022